



Category
FACULTY PROFICIENCY IN ORAL ENGLISH – 5:02:01:03
Approval
Corresponding Policy: TBR Policy 5:02:01:03
Leadership Council Approved: January 12, 2009
Effective Date/Approved: January 12, 2009
Revised: editorial update December 21, 2016
Responsible Party: Vice President for Academic Affairs

I. PURPOSE

Motlow State Community College recognizes that the ability to communicate effectively is an essential skill necessary for all faculty to perform successfully. Therefore, to assure that all Motlow State Community College faculty are proficient in oral English, the following guidelines will be used in the review and evaluation of English language competency of candidates for appointment to or tenure in a teaching position at the College.

II. REQUIREMENTS

- A. At a minimum, candidates shall demonstrate:
 1. an ability to speak English clearly;
 2. an ability to understand spoken English; and
 3. an ability to communicate effectively in an academic environment (for example, previous successful employment in an academic institution).

- B. All candidates for full-time employment in any position where a classroom teaching assignment may be a required component will be required to attend screening interviews with the appropriate Dean and with the Vice-President for Academic Affairs. Interviews will be structured in such a way as to ensure appropriate evaluation of oral English proficiency. Further, a teaching demonstration may be required of the interviewee.

- C. All candidates for part-time teaching assignments at the college will be required to attend screening interviews with the appropriate dean. Interviews will be structured in such a way as to ensure appropriate evaluation of oral English proficiency.

- D. All annual evaluations of current teaching faculty will include an assessment of oral English proficiency, and all positive recommendations made pursuant to annual evaluations will be indicative of a satisfactory evaluation of oral English proficiency. In the event that a current teaching faculty member should receive a negative recommendation related to oral English proficiency, Motlow State Community College will consider reasonable requests for Faculty and Staff Development funds to pay for such special assistance as may be necessary to improve the spoken English competency to an acceptable proficiency.